

# H. A. R. V. E. S. T.

*At Nafferton Primary School we believe that all children should:*

*Be happy, have high aspirations, respect and value others, show endeavour, strive to be successful and work together.*

## **ANTI BULLYING POLICY**

### **What is bullying?**

Bullying is the use of aggression with the intention of hurting another person and which results in pain and distress to the victim. It can be physical, verbal or emotional by a single person or gang.

Bullying affects everyone, not just the bullies and the victims. It also affects those other children who watch and less aggressive pupils can be drawn in by group pressure. Bullying is not an inevitable part of school life or a necessary part of growing up and it rarely sorts itself out. It is clear that certain jokes, insults, intimidating/threatening behaviour, written abuse and violence are to be found in our society. No one person or group, whether staff or pupil, should have to accept this type of behaviour. Only when all issues of bullying are addressed, will a child best be able to benefit from the opportunities available at the school.

At Nafferton School we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere.

### **Creating a 'No Bullying' atmosphere.**

At Nafferton Primary School we aim to create a 'no bullying' atmosphere. Weekly circle times allow the children the opportunities to develop socially, discussing issues raised during the week as well as a programme of specially designed activities which all children to consider aspects of their relationships with others as well as reflecting on their own behaviour. Children are encouraged to work with others by a variety of group organisations within lessons, so breaking down barriers between individuals. Circle of Friends brings the children together in mixed age groupings which develops the role of mentor between the older and younger children. The importance of building independence, confidence

and self esteem cannot be over stressed. These are important factors in helping the children deal successfully with any early confrontations.

### **If bullying does occur:**

- The individual being bullied should feel able to approach staff in school and feel that if a complaint is made the complaint will be taken seriously and the 'victim' will be listened to.
- We try to make notes so that the 'victim' feels that the allegation is being taken seriously and will be followed up. It is useful also to ask questions and get clear in the main some detail of what has taken place and also to establish the reason for the incident.
- We also stress that the victim was right to report the incident and that action can be taken to resolve the problem and that once there has been an adult intervention the bullying usually ceases. We aim to give pupils confidence in adults in school so that in the eventuality of an incident an adult can be approached.
- If an individual bully were involved we would interview the individual concerned. We would explain that information had come our way, from a third party, about a particular incident. We would then ask for the 'bully's' side of the story. Often this brings an admission of guilt and an expression of regret. We would talk through the idea of weakness/strength etc., and how, no matter where we standing in the 'pecking order', we can all feel intimidated by someone else. If the same behaviour were meted out to the bully he/she would be very upset by it. It would be made clear that the bullying must cease or further action will follow. We may then bring both parties together and try to arrange an amicable conclusion, but this depends on the attitude of the victim.
- Where group bullying is identified we would pursue a similar tactic and see individuals. We may then, depending on those involved, see them as a group and express similar sentiments. How would you react if a similar group set upon you? There is also, in the background, a threat of action of an ore serious kind if they do not behave in a more reasonable manner.
- The overall effect one wants to create is that 'bullying' is not something that is accepted as part of school life and has to be tolerated. It is to create a feeling amongst pupils especially the weaker element, that they can have confidence in adults in school. That there are people to whom they can turn for support and that they will be listened to and action will be taken.